

**Vermont State Workforce Development Board
2020 WIOA State Plan Update Work Group
Vision and Goals Revision Recommendations
November 5, 2019**

REVISED FROM 10.17.19 Meeting

Vision Statement: Vermont will have a highly coordinated and integrated workforce development and training system which enables all Vermonters to thrive in meaningful careers and Vermont businesses to flourish and expand, ensuring a vibrant, diverse and growing economic future in all of our state's 251 towns.

Guiding Principles: Vermont's workforce development and training system will:

- Be highly flexible, accessible, visible, responsive and accountable to the evolving needs of employers and job seekers
- Drive the further development and recruitment of a diverse and inclusive workforce by removing barriers to training, employment and advancement for current and future Vermonters
- Drive talent development, meaningful employment and lifelong career opportunities along career pathways that lead to financial independence
- Incent, align and support service providers and their programs as a means of continuously improving workforce development and training service delivery statewide

Goal 1: Increase the number and skill of people in Vermont's labor force to meet current and future employment needs of businesses.

Goal 2: Connect individuals to the education, training and supports needed to enter and progress along a career pathway that leads to financial independence.

Goal 3: Increase the number of women and other underrepresented populations¹ employed in the skilled trades, STEM fields, advanced manufacturing and other Vermont priority sectors.

Goal 4: Increase the percentage of students who complete high school and successfully complete post-secondary education and/or training in careers that align with the workforce needs of Vermont employers.

Goal 5: Continuously improve Vermont's workforce development system to align and adapt education and training programs to meet the needs of all participants.

¹ Need to define "underrepresented populations"

VISION

Existing Vermont WIOA State Plan Vision (2016): The State's strategic vision is to create a workforce development system that is a highly visible and accessible network of programs and strategies designed to increase employment, retention, and earnings for all Vermonters.

This system will meet the skill requirements of employers, enhance the productivity, competitiveness and life circumstances for all Vermonters, and result in an improved, diverse, and quality economy.

The State's guiding principles in administering this vision are:

1. The workforce system will support the workforce needs of all Vermonters, recognizing and addressing the unique needs of those with barriers to employment. The system will operate on the premise that any individual who wants to work, can work, given the right support.
2. will be both leaders and partners in the design, development and implementation of the workforce development system. The workforce development system must be sufficiently flexible and responsive to meet the workforce needs of Vermont employers.
3. Sustained employment is the only viable route out of poverty for low income Vermonters. Therefore, the workforce development system will support pathways that lead to and can exceed a livable wage.
4. Partners within the workforce development system will rely on the best available labor market information when making policy decisions, in order to ensure that Vermonters are being placed in the best position possible to succeed in the Vermont economy.

Proposed State Plan Work Group Revision: The Vermont Workforce Development Board strives to create a workforce development system in which all Vermonters can thrive in a meaningful career and Vermont businesses can flourish and expand, helping to create a vibrant, diverse and growing economic future in all of our state's 251 towns and 14 counties.

Proposed State Plan Work Group Guiding Principles Revision: Vermont's workforce development and training system will:

- Be highly flexible, accessible, responsive and accountable to the evolving needs of employers and job seekers alike
- Support the further development of a diverse and inclusive workforce continuously removing barriers to training, employment and advancement
- Support initial talent development, meaningful employment and lifelong career development along multiple career pathways
- Connect and align service providers and their programs as a means of improving workforce development and training service delivery statewide

Proposed full SWDB Revision: Under the guidance of the State Workforce Development Board, Vermont will have a highly coordinated and integrated workforce development and training system which enables all Vermonters to thrive in meaningful careers and Vermont businesses to flourish and expand, ensuring a vibrant, diverse and growing economic future in all of our state's 251 towns.

Proposed full SWDB Guiding Principles Revision: Vermont's workforce development and training system will:

- Be highly flexible, accessible, visible, responsive and accountable to the evolving needs of employers and job seekers alike

- Drive the further development and recruitment of a diverse and inclusive workforce by continuously removing barriers to training, employment and advancement for current and future Vermonters
- Drive initial talent development, meaningful employment and lifelong career opportunities along multiple career pathways that lead to financial independence
- Incent, align and support service providers and their programs as a means of continuously improving workforce development and training service delivery statewide

GOAL 1

Existing Goal 1 (2018): Connect individuals to the training and supports they need to enter an occupation and progress on career pathways resulting in a livable wage.

Proposed State Plan Work Group Revision: Connect individuals to the training and supports they need to both enter and progress in an occupation along a career pathway.

Proposed Policy Committee Revision: Connect individuals to the training and supports they need to both enter and progress in an occupation along a career pathway that provides a livable income.

Proposed full SWDB Revision: Connect individuals to the education, training, and supports they need to enter and successfully progress in a career pathway that provides them with financial independence.

Goal 1 Possible Measurements/Data Points:

- Increase the percentage of people who successfully complete training programs
- Increase the percentage of credentials of value earned
- Increase the percentage of job placements that are relevant to training/credential
- Increase the number of available state-endorsed Career Pathways
- Increase in median wage
- Decrease in number of job openings
- Track K-12 data from 1-2 years post-service/training
- Track demographics, geography, and special populations
- Track number of Industry Recognized Credentials (IRCs) earned
- Track employer demand and supply

GOAL 2

Existing Goal 2 (2018): Strengthen the Vermont economy by working with state and private partners to make data-driven changes that increase the number of women and other underrepresented populations employed in the skilled trades, STEM fields, advanced manufacturing and other Vermont priority sectors.

Proposed State Plan Work Group and Policy Committee Revision: Increase the employment of diverse and underrepresented populations in Vermont priority sectors.

Proposed full SWDB Revision: Increase the number of women and other underrepresented populations² employed in the skilled trades, STEM fields, advanced manufacturing, and other Vermont priority sectors.

Goal 2 Possible Measurements/Data Points:

- Increase the percentage of people with disabilities in the labor force
- Increase the percentage of new Americans in the labor force
- Increase the percentage of youth in the labor force
- Increase the percentage of veterans in the labor force
- Increase the percentage of mature workers³ in the labor force
- Increase the percentage of women in non-traditional occupations by 10% every year for the next 5 years
- Increase the percentage of TANF participants in the labor force
- Increase the number of career opportunities for Vermonter with criminal histories
- Decrease the percentage of SNAP participants
- Track wages, retention, and full time/part time employment by demographics, geography, and special populations

GOAL 3

Existing Goal 3 (2018): Ensure all students who graduate from high school are able to pursue and complete post-secondary education, training, apprenticeships or career opportunities, with the education and skills necessary to keep Vermonters competitive in the economic sectors critical to the Vermont economy.

Proposed State Plan Work Group Revision: Increase the number of students who graduate from high school who pursue and complete postsecondary education, training, and apprenticeships in the economic sectors critical to Vermont employers.

Proposed Policy Committee Revision: Increase the number of students who graduate from high school and/or who are prepared to pursue and complete postsecondary education, training, and apprenticeships in the economic sectors critical to Vermont employers.

Proposed full SWDB Revision: Increase the percentage of high school students who graduate from high school and/or successfully complete post-secondary education and training in careers that align with the workforce needs of Vermont employers.

Goal 3 Possible Measurements/Data Points:

- Percentage of students (traditional and non-traditional)⁴ who pursue higher education
- Percentage of students (traditional and non-traditional) who graduate from higher education
- Percentage of students (traditional and non-traditional) who complete Registered Apprenticeships
- Percentage of students (traditional and non-traditional) who complete training programs
- Percentage of students (traditional and non-traditional) who obtain Industry Recognized Credentials
- Percentage of students (traditional and non-traditional) who obtain educational certificates
- Percentage of students (traditional and non-traditional) who obtain post-secondary degrees
- Percentage of students (traditional and non-traditional) who obtain occupational licenses

² Need to define “underrepresented populations”

³ Need to define “mature workers” (consult with DAIL)

⁴ Need to define “traditional student” and “non-traditional student”

GOAL 4

Existing Goal 4 (2018): Align the workforce development system to the needs of employers, as well as job seekers, through systematic and ongoing engagement and partnership.

Proposed State Plan Work Group Revision: Align the availability of occupational training and worker support services to meet the needs of employers.

Proposed Policy Committee Revision: Align occupational training and worker support services to meet the needs of employers and job seekers.

Proposed full SWDB Revision: Continuously align and adapt workforce education and training to meet the needs of all participants in Vermont's workforce development system.

Goal 4 Possible Measurements/Data Points:

- Increase the number and quality⁵ of collaborative training activities with employers
- Increase the quality of co-enrollment in public services⁶
- Increase the number of pre-apprenticeships and Registered Apprenticeships
- Decrease the number of job openings
- Decrease the length of time that jobs remain open

GOAL 5

Existing Goal 5 (2018): Expand Vermont's labor force by helping more Vermonters enter the labor market and relocating out-of-state workers to meet employer's needs.

Proposed State Plan Work Group Revision: Increase the number of people in Vermont's labor force and the degree to which they participate.

Proposed Policy Committee Revision: Increase the number of people in Vermont's labor force.

Proposed full SWDB Revision: Increase the number of people in Vermont's labor force who have the skills necessary to meet current and future employment needs of businesses.

Goal 5 Possible Measurements/Data Points:

- Increase the labor force participation rate
- Increase the percentage of students/participants who attend and complete post-secondary education or training, get a job, and stay in Vermont
- Increase migration to Vermont
- Track the unemployment rate
- Track current and new/projected occupational demand and turnover
- Track by geography (county or labor market area)

⁵ Need to define "quality"

⁶ Need to define "public services"